

# UNIVERSITY OF OLIVET

## Title IX Pregnant and Parenting Students Policy

March 2021 (Rev 8/1/24)

Under *Title IX* of the Education Amendments of 1972

The University of Olivet does not unlawfully discriminate against any student on the basis of pregnancy or related conditions. Pregnant and parenting students, regardless of legal status, are eligible for protection and reasonable accommodation under Title IX. Absences due to medical conditions relating to pregnancy will be excused for as long as deemed medically necessary by the student's doctor and the student will be given the opportunity to make up missing work. Students must request services as soon as accommodations are needed as they cannot be made after the fact. Contact the Office of Student Engagement (OSE) for assistance.

Title IX of the Education Amendments Act of 1972 prohibits discrimination on the basis of sex in educational settings. This protection extends to students who are pregnant, have experienced a pregnancy-related condition, or are new parents.

Pregnancy-related conditions include

- Pregnancy
- Childbirth
- False pregnancy
- Miscarriage
- Termination of a pregnancy
- Conditions arising in connection with pregnancy
- Recovery from any of the above conditions

Because support cannot be issued retroactively, students who have a pregnancy-related condition or parenting-related needs are required to make timely contact with the Office of Accommodations (OOA) to request support. OOA can issue an initial support letter while waiting medical documentation from the student.

The OOA will work with pregnant and parenting students to come up with a reasonable plan to meet academic requirements and maintain educational progress. The OOA will work with the student in consultation with professors; students are discouraged from crafting plans with individual professors. Any possible accommodations related to labs, clinical programs, internships, and student work require additional time.

### **Students can expect the following support:**

- Faculty may not require medical documentation as a condition of participating fully in course activities unless they require medical documentation from all students who have disclosed that they are currently under medical care.
- Faculty may not prohibit you from participating fully in all course programs, projects, and activities solely due to your status as a pregnant student.
- Faculty are expected to allow reasonable adjustments for you upon request, such as a larger workspace and the ability to leave class to make a trip to the restroom.
- In partnership with OOA, faculty are expected to excuse absences related to pregnancy and childbirth and allow you the opportunity to make up any work missed, (including the ability to make-up class participation and attendance credits you did not have a chance to earn) as well as the opportunity to complete some or all of your work from home.
- You are not to be harassed as the result of pregnancy.
- Private Personal Needs Rooms are provided to use for any need, including pumping breast milk, prayer, meditation and medication administration. Below is a list of rooms on campus and how to obtain access to the private needs room. For those who pump milk, please note that the University does not provide storage for breast milk. Advance planning is recommended so that you will have guaranteed access to the room.
  - Mott Building, Contact Student Resource Center, Office of Accommodations
  - Cutler, Contact Administrative office
- The University will not unilaterally presume what (if any) limitations should be placed on a pregnant student's participation in educational or other University programming.

### **Father/Partner Rights**

As Title IX is a federal law that prohibits discrimination based on sex, some of the same protections and accommodations apply to fathers/partners as well. In some situations, fathers/partners will not receive the same accommodations due to the nature of pregnancy and recovery. For example, a mother could receive a medical excuse from school for several weeks after birth to physically recover from birthing. Fathers would not be eligible for the same accommodation. Work with your instructor and the OOA for accommodations.

### **New parents**

Parents can request excused absences from OSE for absences related to caregiving obligations, including a child's medical appointments or a child's need for care due to illness.

New parents who are nursing can request support to facilitate nursing when the parent has resumed their studies. Parents should contact OSE for assistance.

### **FERPA Releases**

Information about your pregnancy-related condition is considered part of your educational record, is protected by FERPA, and will not be shared except with University personnel that need the information in order to provide academic support to you.

Because academic support related to pregnancy is a protected part of your education record, you will need to sign a FERPA release if you would like OOA to be able to communicate with anyone else (a partner, friend, and/or family member) regarding your condition and related academic support. Students can stop by the OSE in Mott 208 at their convenience to sign a release.

OOA can provide you a letter for your medical provider, outlining the necessary information for any medical documentation.

Students with concerns about how their information will be shared should schedule a meeting in the OOA to discuss their questions.

### **Graduate Students**

Graduate students can request a leave of absence from their graduate program of study for certain pregnancy-related conditions. Contact OOA for more information.

### **Students who are also an Employee**

University employees shall notify the Human Resources department and their supervisor of the need for leave due to the impending birth of a child, at least 30 days prior to the expected delivery date. Human Resources will provide information on eligibility for leave under the Family Medical Leave Act and/or other employee leave policies. Nursing mothers will be provided with appropriate accommodations as provided for in section 7 of the Fair Labor Standards Act, as amended. Contact the Human Resources department to arrange for this accommodation.

### **Pregnancy-related discrimination**

Students who believe they have experience discrimination at University of Olivet as a result of a pregnancy-related condition should report the concern to the Inclusion Office, 136 Dole Hall, 269-749-6669, [llogan@uolivet.edu](mailto:llogan@uolivet.edu)

### **Non-Academic Support Examples**

Designated lactation rooms

Counseling

Office of Accommodations Assistance – Peer support person

Retention Services

Larger Desk

Allowed to take more frequent trips to bathroom

Can participate in all extra-curricular activities

Upon request the OOA may assist in locating the following services:

- List of services that provide prenatal, life skills, and parenting assistance
- List of childcare providers in the area